

# NOURISHING TRAINING FOR FOOD MANAGERS



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MANAGEMENT DEVELOPMENT SERVICES LTD (MDS) IS AN INDEPENDENT NON-PROFIT MAKING ORGANISATION, WHICH RECRUITS AND TRAINS GRADUATES FOR MANAGEMENT ROLES IN THE FOOD INDUSTRY.

MDS REPRESENTS A CONSORTIUM OF OVER 20 PARTNERS: GROWERS, FRESH PRODUCE SUPPLIERS AND SUPERMARKETS, INCLUDING G'S FRESH, RIVERFORD ORGANIC VEGETABLES AND WAITROSE.

THE MDS PROGRAMME IS AN ACCREDITED FAST TRACK CAREER PATH COMBINING WORK SECONDMENTS AND OFF-THE-JOB MANAGEMENT TRAINING. SUCCESSFUL GRADUATES LEAVE THE COURSE WITH A POSTGRADUATE CERTIFICATE IN FOOD AND FRESH PRODUCE MANAGEMENT.

**INSPIRE YOUR PEOPLE.  
TRANSFORM YOUR BUSINESS.**

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## CASE STUDY:

### MDS



#### THE CHALLENGE

MDS trainees are recent graduates who work in fast-paced, task-focused environments from early on in their course. Most have not previously worked in management roles. MDS decided that off-the-job focused management training would support trainees in their new responsibilities. They approached Brathay looking for a supportive environment for trainees to develop their management styles, and to practice group awareness and colleague support skills – essential during the challenging modular course.

#### THE SOLUTION

Brathay tightly aligned the course objectives with MDS's organisational values through the design of a 5-day residential programme in the practical, challenging and supportive environment of Brathay Hall. Taking part in immersive activities gives real-world relevance to team dynamics and builds collaborative-working skills as a result. Through personal reflection, the MDS trainees learn about their own strengths and how they react to different situations. They also have time with their MDS tutors, benefiting from both group and one-to-one mentoring sessions, to be built upon throughout their studies.

#### OUTCOMES

Using the training facilities at Brathay gives trainees time away from their busy day-to-day work to focus on their leadership skills in a 'safe environment'. Using experiential learning to recognise their own strengths, and those of their peers, the trainees develop team-working and problem-solving skills which prepare them for their management roles. The Brathay module provides invaluable experience to be drawn upon back in the workplace, and during other modules of their course with MDS.

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**"BRATHAY OFFERS A PERFECT PLACE TO CONCENTRATE ON KEY LEARNING OBJECTIVES. THEY BUILT A PROGRAMME AROUND OUR COURSE OBJECTIVES AND THEIR FACILITATORS WORK CLOSELY WITH THE MDS TEAM TO CONTINUOUSLY TAILOR THE SESSIONS. WORKING WITH BRATHAY IS ONE OF THE HIGHLIGHTS ON THE MDS CALENDAR!"**

**Dani Shaw**  
MDS General Manager

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